

## **DISTRIBUTION OF FACULTY DEVELOPMENT PROGRAM FUNDS**

***ACTION***  
**Agenda Item C-3**  
**May 21, 2001**

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### **Recommendation**

- The staff recommends that the council approve the distribution of \$874,000 of the \$1 million in Faculty Development Program funds available in 2001-02 from the Technology Initiative Trust Fund.
- The staff recommends that the council request a report on joint faculty development efforts, due from the chief academic officers at the July meeting.

### **Background**

The council approved guidelines to distribute the faculty development incentive funds at the November 13, 2000, meeting. Of the original \$1 million, the council reserved \$100,000 for statewide faculty development initiatives (see attachment). Institutions' proposals total \$874,000. Kentucky State University will submit a supplementary proposal for the remaining \$26,000, which will complete its allocation.

The program supports faculty development across the state. The guidelines require institutions to provide plans outlining the use of the funds as well as the assessment of the effectiveness of funded programs. Institutional proposals are summarized below. The council staff will work with institutions to develop annual performance reports.

At their April 30, 2001, meeting, the chief academic officers agreed to develop statewide collaborative opportunities through the trust fund. Although the proposals submitted are institutionally focused, outcomes of successful programs will be communicated through the statewide faculty development work group and the Kentucky faculty development conference. Effective programs will be shared statewide. In addition, the campus teaching resource center directors will meet to review the success of these plans collectively in spring 2002 and to identify programs that increase faculty contributions to the five questions of reform.

### **Eastern Kentucky University**

The staff recommends that ECU receive \$90,600, of which \$67,950 will be dedicated to its Teaching and Learning Center and \$22,650 allocated to the office of the provost. ECU has invested \$125,000 in base budget funds to establish the center, which opened this year. Center programs supported by the faculty development funds will include organizing teaching and learning conferences and workshops, providing individualized technology instruction for course design, and coordinating satellite and video programs related to teaching and learning. With the opening of the center, ECU has reallocated an additional \$150,000 in institutional funds to encourage faculty development activities, such as a grant writing workshop and an on-line teaching institute.

Projects funded through the provost's office include travel assistance for faculty participation at national professional conferences and for approximately 30 faculty and administrators to participate in the annual statewide faculty development conference. Other activities include funding faculty participation in an institute entitled "Excellence in Teaching with Technology." These funds will be matched with funds from departments and colleges.

## **Kentucky Community and Technical College System**

The staff recommends that KCTCS receive \$126,800 to support five initiatives.

- Participation in the annual National Institute for Staff and Organization Development. One faculty member from each of the 16 KCTCS districts will receive funding for the conference.
- Participation in the Annual Teaching and Learning Conference. Two faculty members per district will be supported to attend the conference in Ashland, Kentucky, November 9 and 10, 2001.
- Aid for the KCTCS-UK Future Faculty for On-line Learning Collaborative Project. This new collaboration will enable KCTCS to address online course demands while providing UK graduate students the experience of online teaching.
- Assistance for six faculty members participating in the "British Academic Experience." These sabbaticals have been arranged among KCTCS, Georgetown College, and Regent's Park College of Oxford University. Faculty will be required to develop a plan for their sabbatical.
- Funding for discipline-specific faculty development conferences and workshops that will assemble faculty from the 28 colleges into discipline-specific areas. The focus will be on the KCTCS strategic plan as well as incorporating the goals of the *Action Agenda* and *2020 Vision*.

## **Kentucky State University**

The staff recommends that KSU receive \$30,000 of its \$56,000 allocation. These funds will be used toward the mathematics and science faculty's revision of their curricula to include a teaching model developed by well-known mathematician, Uri Treisman. The model builds students' confidence in mathematics through extra class sessions led by specially trained graduate students. The students are challenged with complex mathematical problems and encouraged to work together to solve problems. Faculty workshops will implement the proposed changes in content and pedagogy. The program has increased student success in mathematics throughout the country. KSU will submit a supplementary proposal for the remaining \$26,000.

## **Morehead State University**

The staff recommends that MoSU receive \$70,300. These funds will be used in the Center for Teaching and Learning to support the following initiatives. MoSU will voluntarily match with \$83,950.

- Arranging workshops, presentations, and consultations to share effective teaching approaches.
- Orienting new and adjunct faculty.
- Coordinating mentoring activities for first-year faculty.
- Networking with regional P-16 institutions.
- Assembling published and electronic resources supporting effective teaching and research.
- Promoting research on teaching and learning to improve practice.
- Providing competitive grants for innovative faculty development proposals.

## **Murray State University**

The staff recommends that MuSU receive \$69,200 to support two initiatives. MuSU will voluntarily match with \$53,300. The first initiative is the reorganization and expansion of Academic Computing and Technical Services into the Center for Teaching, Learning, and Technology. Funds will provide additional staff, including an instructional development specialist.

The second initiative is the Institutional Teaching Enhancement Fund. This \$30,000 fund will provide mini-grants ranging from \$200 to \$1,000 to support innovative teaching initiatives. This new program will parallel an existing mini-grant program for faculty research. The program will be administered through the Center for Teaching, Learning, and Technology.

## **Northern Kentucky University**

The staff recommends that NKU receive \$85,900 to fund five initiatives of its new Faculty Development Center, which includes an Instructional Technology Development Center, that is being created with institutional funds.

- Teaching improvement grants. These grants will focus on new initiatives from faculty that require an investment of time and resources beyond that currently provided by individual colleges and departments. The grants will emphasize interdisciplinary approaches to teaching.
- Faculty orientation and retention. The center will offer workshops to new faculty, provide a training resource for existing faculty, and help faculty experiencing difficulties in the classroom.

- Teaching workshops. The center will sponsor events, seminars, and workshops that provide faculty the opportunity to learn from visiting experts.
- Technology in support of teaching. Mini-grants will be offered to support innovative instructional technology efforts in the classroom.
- Building service learning into coursework. The center will work closely with the planned NKU Center for Civic Engagement to assist faculty in building service learning experiences into the curriculum that improve learning and serve the community.

## **University of Kentucky**

The staff recommends that UK receive \$173,100 to fund three proposed initiatives. The first will address campuswide faculty needs. An allocation of \$50,000 (with an additional \$50,000 internal match) will fund two faculty development positions. A course management software trainer and coordinator will work with campus online coordinators to support faculty development of instructional technology skills. The second position, instructional designer, will implement new course management software and support online course development.

The second initiative will target specific groups of faculty or disciplines. An allocation of \$83,100 will be reserved for mini-grants to support innovative teaching practices. These nonrecurring awards will encourage faculty to develop new course content and pedagogical approaches, meeting specific disciplinary needs (for example, in math education).

The third initiative dedicates \$40,000 to efforts to secure faculty membership in highly prestigious national academies, such as the Institute of Medicine, the National Academy of Sciences, and the National Academy of Engineering. Funds would be used to support activities that lead to national academy membership, such as national and international presentations, leadership positions in major scholarly organizations, activities involving officers of the academies, and conferences or projects related to academy goals. Only one or two faculty members per college at most will qualify for this initiative.

## **University of Louisville**

The staff recommends that UofL receive \$135,500 to fund three new initiatives of its Delphi Center: Enhancing Teaching and Learning. Since opening in July 2000, the center has led the university in projects that integrate technology and instruction. The first initiative extends the center's presence by establishing a site at the health sciences center campus.

The second initiative creates a digital and video recording studio on the Belknap campus. The studio is intended to increase faculty use of Web enhancements and distance learning in courses. The third initiative supports assessment and research on effective learning strategies in Web environments. This research initiative will develop teaching and learning models for Web environments. The project will be coordinated by the faculty of the Human Resources Education

program, who specialize in educational effectiveness in mediated and nontraditional learning environments.

## **Western Kentucky University**

The staff recommends that WKU receive \$92,600 to support two projects. The first provides funds to each academic department focusing on faculty development needs. Each department will receive an allocation based on the number of faculty. This allocation will allow departments to meet their internal professional development needs. Funded projects will support:

- Extending appropriate uses of technology to enhance learning activities.
- Incorporating current learning models in course planning and execution.
- Enhancing mentoring program for new faculty.
- Supporting faculty involved in distance learning and the KYVU.
- Providing professional development for part-time instructors.
- Funding faculty participation in conferences on retention, teaching and learning, instructional technology, and service.
- Establishing faculty involvement in external partnerships with business, industry, government, and agencies to advance economic and community interests.

The second initiative establishes a competitive grant fund for individual faculty development. An interdisciplinary committee will review applications with recommendations to the provost. A total of \$37,600 will be reserved for this initiative. Funds will support:

- Developing new initiatives in effective and innovative instruction.
- Increasing international/intercultural awareness among faculty and students.
- Improving the use of campus learning resources, including instructional technology.
- Improving instruction in the universitywide freshman seminar course.
- Collaborating with regional P-12 schools to improve teaching and prepare students for college.
- Supporting research to improve teaching in postsecondary education.
- Participating in local, state, regional, and national workshops on instructional development.

# **INCENTIVE TRUST FUND GUIDELINES: FACULTY DEVELOPMENT PROGRAM 2001-2002**

**Approved by the Council at the November 13, 2000, Meeting**

## **Introduction**

The Faculty Development Program in the Technology Initiative Trust Fund supports statewide initiatives and programs developed by postsecondary educational institutions to provide professional development opportunities to Kentucky faculty that contribute to the goals of the Kentucky Postsecondary Education Improvement Act of 1997, 2020 Vision, and the council's 1999-2004 Action Agenda.

The program has a \$1 million appropriation in 2001-2002. The council will use \$100,000 to support statewide faculty development initiatives. The remaining \$900,000 will be distributed to the institutions. Allocations reflect a \$50,000 base allocation to each institution. The remaining \$450,000 is distributed based on number of full and part-time faculty at each institution. The council recommends that funds be recurring in institutions' 2003 base budgets.

| <b><u>Institution</u></b>                       | <b><u>Funds</u></b> |
|---|---------------------|
| Eastern Kentucky University                     | \$ 90,600           |
| Kentucky Community and Technical College System | \$126,800           |
| Kentucky State University                       | \$ 56,000           |
| Morehead State University                       | \$ 70,300           |
| Murray State University                         | \$ 69,200           |
| Northern Kentucky University                    | \$ 85,900           |
| University of Kentucky                          | \$173,100           |
| University of Louisville                        | \$135,500           |
| Western Kentucky University                     | \$ 92,600           |

### **A. Eligible Institutions**

All public four-year postsecondary institutions and the Kentucky Community and Technical College System are eligible.

### **B. Distribution of Faculty Development Funds**

Institutions should submit a brief proposal saying how it will use its allocated money. Proposals received by March 5, 2001, and meeting the specifications in the guidelines will be recommended for council approval at its May 2001 meeting. Funds will be available to institutions in July 2001. The council recommends that these funds be recurring in institutions' 2003 base budgets.

## **C. Uses of the Faculty Development Program Funds**

Initiatives sponsored by the program funds are of two types:

1. Statewide initiatives (\$100,000). Sponsored by the Council on Postsecondary Education in collaboration with one or more institutions, statewide initiatives serve an agenda setting function, drawing attention to important dimensions of faculty development linked to system goals.
2. Institutional initiatives (\$900,000). Funds are intended to support innovative faculty development efforts. Projects are encouraged that provide models that are scalable and replicable. Collaborative projects involving two or more institutions also are encouraged, as are projects with independent institutions. Institutions are also encouraged to secure non-school partners where appropriate (foundations, community groups, government agencies).

Proposals should demonstrate relevance to institutional needs and accomplishment of the goals of the Action Agenda, 2020 Vision, and the Kentucky Postsecondary Education Improvement Act of 1997. Proposals for use of funds should address issues such as:

- Developing teaching strategies that increase learning for an increasingly diverse pool of students (adult students, students of color, students with different learning styles, poorly prepared students), and increase faculty involvement in the scholarship of teaching and learning.
- Using technology to improve learning on-campus and in distance learning.
- Encouraging faculty involvement in teaching and research that engages campuses in community life.
- Assisting faculty in developing networks and finding funding sources that increase the scope and impact of research at state, national, and international levels.

## **D. Matching Requirements**

The Council on Postsecondary Education strongly encourages plans for use of program funds that incorporate additional resources (from external sources or from internal reallocation) to support the proposed initiatives. The Faculty Development Program is designed to increase institutional commitment to faculty development generally.

## **E. Annual Reporting for 2001-2002**

Proposals should include evaluation criteria to be reported annually to the Council on Postsecondary Education based on the criteria listed in section C.